

United States Government

Department of Energy

Oak Ridge Operations Office

memorandum

DATE: August 12, 1993

REPLY TO

ATTN OF: PR-152 (Edmondson, 202-586-9008)

SUBJECT: **REVISED IMPLEMENTATION OF THE SECRETARY'S DISPLACED WORKERS
HEALTH BENEFITS PROGRAM**

TO: Manager, DOE Albuquerque Operations Office
Manager, DOE Chicago Operations Office
Manager, DOE Idaho Operations Office
Manager, DOE Nevada Operations Office
Manager, DOE Oak Ridge Field Office
Manager, DOE Richland Operations Office
Manager, DOE Rocky Flats Office
Manager, DOE San Francisco Operations Office
Manager, DOE Savannah River Operations Office
Manager, Pittsburgh Naval Reactors Office (THRU: NE-60, HQ)
Manager, Schenectady Naval Reactors Office (THRU: NE-60, HQ)
Project Manager for Management and Administration, Strategic Petroleum Reserves Office
Director, Naval Petroleum Reserves in California (THRU: FE-60, HQ)
Director, Naval Petroleum and Oil Shale Reserves in Colorado, Utah and Wyoming (THRU: FE-60, HQ)
Director, Superconducting Super Collider Project Office
Director, Pittsburgh Energy Technology Center (THRU: FE-1, HQ)
Director, Procurement Operations, PR-30

The Report to the Secretary, dated August 1992, by the Task Force on Displaced Workers Health Benefits and Monitoring, herein after referred to as the Displaced Workers Health Program (DWHBP), detailed a program of extended medical benefits for displaced workers of managing and operating contractors. Details of the program were outlined in a memorandum sent to field offices dated November 9, 1992, and in an Acquisition Letter (AL 93-4), dated April 7, 1993, (Attached). As originally announced, this program was available only to those workers who were displaced as a result of national defense activities downsizing.

This benefit program is now being extended to workers who are either voluntarily or involuntarily separated by a work force restructuring action and includes workers who are part of a Department of Energy (DOE) approved work force restructuring plan regardless of whether their work activity was defense or non-defense related. This program change is effective immediately for any work force restructuring activity occurring after October 23, 1992.

The following information is provided to assist you in the implementation of this expanded medical benefit extension program:

- A. Under the new, expanded provisions, in order to qualify for benefits under the DWHBP, the displaced worker, excluding those terminated "for cause," must have been:
 - (1) on the employment roll of a DOE management and operating contractor (M&O), performing work (including service work) at a DOE facility:
 - a. involuntarily separated subsequent to September 27, 1991, and before October 23, 1992, from the employment of a M&O contractor performing work (including service work) at a DOE facility as a result of a work force restructuring action resulting from the downsizing of national defense activities; or
 - b. voluntarily or involuntarily separated on or after October 23, 1992, from the employment of an M&O contractor performing work (including service work) at a DOE facility as a result of the implementation of a work force restructuring plan requested by the Secretary of Energy.
 - (2) eligible for medical insurance coverage under the employer's plan and at the time of separation from employment; and,
 - (3) not eligible for coverage under either another employer's group health plan or Medicare since the time of separation.
- B. The Office of Contractor Human Resource Management shall provide guidance to contracting officers and assist DOE officials responsible for management of activities of the contractors and subcontractors concerning DOE policies, requirements, and guidelines for implementation of the Medical Benefits Programs for Displaced Workers.
- C. The Head of Contracting Activity will:
 - (1) assure that M&O contractors follow the policy and requirements of the Medical Benefits Program for Displaced Workers approved by the Secretary of Energy on July 29, 1992, and amended by this memorandum.
 - (2) negotiate advance understanding on allowable costs for the Medical Benefits Programs for Displaced Workers; and
 - (3) approve reasonable costs of the contractor and subcontractors for implementation of the Medical Benefits Program for Displaced Workers.

An Acquisition Letter on the revised changes to this program will be forthcoming. Questions regarding implementation of the above program changes can be directed to John J. Edmondson, Director, Office of Contractor Human Resource management at (202) 586-9008.

Robert W. DeGrasse, Chairman
Task Force on Worker
and Community Transition

cc:
Industrial Relations Branch Chiefs

